Circle of Voices
In the first round, no one interrupts that speaker. Then the person to his/her left speaks for about a minute—but is required to incorporate elements of the first speaker's comments into his/her remarks using them as a springboard for her/his comments. This process continues around the circle, with every speaker responding to the immediately preceding speaker's comments. The circle ends with the first speaker, who responds to the immediately preceding speaker's comments as well. Following the cycle, the group can engage in open conversation—seeking clarification, asking questions, making additional contributions.

Structured Silence
Every 15-20 minutes call for 2-3 minutes of intentional silence—a reflective pause. Participants are asked to think quietly about one of the following questions (different questions chosen by the facilitator for each pause):
- What was the most important point made in the last 15-20 minutes?
- What was the most puzzling or confusing point made in the last 15-20 minutes?
- What question do we most need to address in the next period of our discussion?
- What new perspective or interpretation was suggested for you in the last 15-20 minutes?
- What assumptions that you hold about this topic were confirmed in the last 15-20 minutes?
- What assumptions that you hold about this topic were challenged in the last 15-20 minutes?

Give participants 3-5 cards to keep track of ideas or insights. Invite response before proceeding with the discussion.

The Appreciative Pause
At least once in every discussion, the facilitator calls for a pause of about1-2 minutes. During this time the only comments allowed are from participants who acknowledge how something said by another participant contributed to their learning.
- A question that was asked that suggested a new way of thinking.
- A comment that clarified something that until then was confusing.
- A comment that opened up a new line of thought.
- A comment that helped to identify an assumption.
- A comment that provided helpful evidence.
- A comment that identified a gap in reasoning that needed to be addressed.
- A comment that is intriguing and had not been considered before.
- A comment showing the connection between two other ideas or contributions when that connection hadn't been clear.
- An example that was provided that helped increase understanding of a difficult concept.